



## **SALARY COMMISSION**

CITY AND COUNTY OF HONOLULU  
HONOLULU HALE  
530 SOUTH KING STREET  
HONOLULU, HAWAII 96813

Guy Tajiri, Chair  
Bob Kamemoto, Vice-Chair  
Lisa Kim, Treasurer  
David Akina, Commissioner  
Laudra Eber, Commissioner  
Paul Oshiro, Commissioner  
Al Yamada, Commissioner

March 16, 2007

2007 CITY SALARY COMMISSION  
MINUTES OF THE **SECOND** MEETING OF THE COMMISSIONERS - **FINAL**  
February 15, 2007

- 01) Call to order: Acting Chair Bob Kamemoto called the meeting to order at 9:04 a.m., in the Council Committee Meeting Room.
- 02) Commissioners present at meeting: Bob Kamemoto, Lisa Kim, Paul Oshiro and Al Yamada. EXCUSED: Guy Tajiri and David Akina.
- 03) Commission staff: Clayton Wong, CCL
- 04) By invitation: Gordon Nelson, COR  
Renee Cho, DHR  
Denise Miyahara, DHR
- 05) Guests: Al Tomita, HFD  
Francisco Figueiredo, CCL  
Andrew Malahoff, CCL  
Michael Golojuch, BFS  
Crystal Kua, Star-Bulletin
- 06) Approval of minutes:

Motion No. 1. There was a motion by Commissioner Oshiro to approve and file the minutes from the January 30, 2007 meeting. This motion was seconded by Commissioner Kim with ayes from all commissioners present.

07) Old business:

A) Ad hoc investigative committee.

Up for consideration was a resolution to authorize the formation of a three-person panel to review salary data and relay its recommendations to the full Commission by Friday, March 30, 2007. Gordon Nelson, Deputy Corporation Counsel, compiled the resolution that empowers Guy Tajiri, Lisa Kim and David Akina to analyze the adequacy of the compensation levels of elected officials and appointed personnel listed in Section 3-122 of the City Charter, and the relationship of these salary levels to municipal workers.

Acting Chair Kamemoto asked if there were any objections to the adoption of the resolution. Because there were none, he asked for a motion.

Motion No. 2. Commissioner Kim made a motion to adopt the resolution. This motion was seconded by Commissioner Oshiro with ayes from all commissioners present.

B) Invitation letters. Acting Chair Kamemoto announced that invitations for the Mayor and Councilmembers were sent by Chair Tajiri for their participation in the Commission's proceedings. There were no comments made by commissioners regarding this matter.

C) The hiring of an executive secretary to the Salary Commission.

Acting Chair Kamemoto stated that he and Commissioner Kim (per delegation by Chair Tajiri) will: review job resumes; contact and interview the applicants; and make a recommendation for executive secretary to the full Commission during the next meeting.

Action Item No. 1. Clayton Wong will reserve a council meeting site for the interviews.

D) Written testimony from the Fire Department.

Acting Chair Kamemoto acknowledged the receipt of written testimony from the Honolulu Fire Department that was mentioned during this department's testimony at the January 30, 2007 meeting. There were no comments made by commissioners regarding this matter.

08) New business:

A) Website for the Salary Commission.

Prior to the meeting, Clayton Wong forwarded a memo to the commissioners in requesting their concurrence to place Salary Commission information (minutes, meeting notices, commissioners' terms of appointment, resolutions) on the Web (City's Legislative Branch's Home Page).

Motion No. 3. Commissioner Yamada made a motion to provide Clayton Wong with the authorization to proceed with the website implementation. This motion was seconded by Commissioner Kim with ayes from all commissioners present.

08) New business (continued):

B) New commissioner.

Acting Chair Kamemoto announced that Laudra B. Eber (to replace Greg Chee) has been nominated as a Salary Commissioner by the City Council. A resolution (No. 07-042) for her appointment is up for adoption at the Council's February 21, 2007 meeting.

09) Other Salary Matters:

A) Research report compiled by Human Resources.

Renee Cho and Denise Miyahara from the Department of Human Resources distributed a research report dated February 14, 2007. At the testifier's table, they provided a page-by-page summary of this document that consists of attachments numbered "A" through "M."

Salary data in this report includes: current levels of elected and appointed officials in the City; attorneys in Corporation Counsel and the Department of the Prosecuting Attorney; State executives versus City executives; City department heads as compared to other county department heads; historical data for elected and appointed officials with an accompanying graph; a sample of governmental directors' pay per a national survey (per Renee Cho, the C&C of Honolulu participated in this survey conducted by the City of Charlotte); mean and median salaries of elected and appointed officials (per "The Municipal Year Book 2006"); a comparison of excluded managerial

10) Adjournment:

Motion No. 4. At 9:37 a.m., Commissioner Oshiro motioned to adjourn the meeting and this motion was seconded by Commissioner Al Yamada with ayes from all commissioners present. The next meeting is scheduled for Thursday, March 15, 2007, 9:00 a.m., Council Committee Meeting Room.

Respectfully submitted,



Executive Secretary  
Salary Commission